

June 22, 2023

**Post-Doctoral Minimum Salaries and Required Salary Increases**  
**FY 2023-2024**

**1. New Minimum Salaries and Increases**

Per Article VII, of the collective negotiations agreement between the University and the Post-Doctoral Associates and Post-Doctoral Fellows-Rutgers Council of AAUP Chapters, AAUP-AFT, AFL-CIO (“Postdocs”) covering the term July 1, 2022 through June 30, 2026, the minimum salaries and applicable annual salary increases for fiscal years 2023, 2024, 2025 and 2026 are as follows:

<b><u>MINIMUM SALARY APPLICABLE TO ALL POSTDOCS</u></b>		<b><u>REQUIRED JULY 1 SALARY INCREASE FOR ELIGIBLE POSTDOCS</u></b>		
<b>Effective Date of New Salary or Increase</b>	<b>Minimum Postdoc Salary for Applicable Fiscal Year</b>	<b>Eligibility Requirement for Salary Increase</b>	<b>Postdoc whose Salary on June 30 is Equal to or Exceeds the Minimum Salary</b>	<b>Postdoc whose Salary on June 30 is Below the Minimum Salary</b>
July 1, 2022	\$52,500 CY \$45,652 AY	Postdoc must be employed in a position covered by the Postdocs agreement on June 30, 2022	5.0% salary increase or an increase provided by the funding source, whichever is greater	Greater of: the minimum salary, a salary increase of 5.0%, or an increase provided by the funding source
July 1, 2023	\$56,963 CY \$49,533 AY	Postdoc must be employed in a position covered by the Postdocs agreement on June 30, 2023	8.5% salary increase or an increase provided by the funding source, whichever is greater	Greater of: the minimum salary, a salary increase of 8.5%, or an increase provided by the funding source
July 1, 2024	\$61,805 CY \$53,743 AY	Postdoc must be employed in a position covered by the Postdocs agreement on June 30, 2024	8.5% salary increase or an increase provided by the funding source, whichever is greater	Greater of: the minimum salary, a salary increase of 8.5%, or an increase provided by the funding source
July 1, 2025	\$63,968 CY \$55,624 AY	Postdoc must be employed in a position covered by the Postdocs agreement on June 30, 2025	3.5% salary increase or an increase provided by the funding source, whichever is greater	Greater of: the minimum salary, a salary increase of 3.5%, or an increase provided by the funding source

## **2. Postdoc Appointment Terms**

Per the new Postdocs agreement, an initial postdoc appointment is normally two years, provided there is sufficient funding for the entire two-year appointment. If there is insufficient funding for a two-year appointment, the initial appointment may be for one year.

Additionally, under the new Postdocs agreement, reappointment remains at the discretion of the department, principal investigator or supervisor and is normally for one year but may exceed one year at the discretion of the department, principal investigator or supervisor. There may be instances where appointments or reappointments of less than a two-year or one-year term will be appropriate or necessary. Such appointments may be made at the discretion of the principal investigator or supervisor.

## **3. Letters to be Issued to Current Postdocs with Appointments Continuing in FY 2023-2024**

### **July 1, 2022 Retroactive Salary Increases**

The University is handling payment of the July 1, 2022 retroactive salary increases to eligible postdocs. Payment of the retroactive increase was made to eligible postdocs in the June 9, 2023 pay cycle. No further action is required by departments, schools and units for payment of the July 1, 2022 increase.

### **July 1, 2023 Salary Increase**

- 1. Current Postdocs - Postdocs with appointments during FY 2022-2023 which continue in FY 2023-2024**
  1. Departments, schools and units should issue these postdocs an addendum letter advising them of their new salary by July 1, 2023.
  2. A template addendum letter may be accessed on OULR's website at [sample postdoc addendum letter non-rbhs postdocs.docx \(live.com\)](#).
  3. The change in PeopleSoft should be processed by submitting a "Change in Terms of Appointment" and an ad-hoc salary request with the updated salary effective July 1, 2023.
- 2. Recently Appointed Postdocs Who Have Already Received their Appointment Letter**
  1. For Postdocs who recently began their appointment or who commence their appointment on July 1, 2023, or soon thereafter, and who have already received appointment letters for signature, departments, schools and units should issue these individuals the same template addendum letter above by July 1, 2023.
  2. The change in PeopleSoft should be processed by submitting a "Change in Terms of Appointment" and an ad-hoc salary request with the updated salary effective July 1, 2023.
- 3. Newly Hired Postdocs Who Have Not Received their Appointment Letter**
  1. Departments, schools and units should use the template Postdoc appointment letter which may be accessed on OULR's website at [sample postdoc appointment letter.6-20-23.docx \(live.com\)](#)

### **July 1, 2024 and July 1, 2025 Salary Increases**

1. In April 2024, OULR will publish and disseminate to all schools and units an updated template addendum letter to be issued to all postdocs with appointments continuing in fiscal year 2024-2025 who are eligible for the July 1, 2024 salary increase.
2. In April 2025, OULR will do the same for postdocs eligible for the salary increases effective on July 1, 2025.

If you have any questions concerning postdoc salary requirements, please contact OULR ([oulr@oulr.rutgers.edu](mailto:oulr@oulr.rutgers.edu)). Thank you.